



## ***San Jose Fire Fighters • Local 230***

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April 6, 2010

Honorable Mayor and City Council  
City of San Jose  
200 East Santa Clara Street  
San Jose, CA 95113

### **RE: Budget Reduction Proposal Update**

Dear Mayor and City Council,

Upon being informed of the City Council objective to seek employee ideas and suggestions to address the current budget shortfall, our organization has been working very hard to create cost saving solutions that will not cripple our emergency response capability. We are continuing to work diligently on several additional fronts but wanted to update you as to where we are today.

Combined, we calculate that the two proposals detailed below will save the City approximately \$1.1 million dollars, yet still provide the same level of service as today.

We propose the implementation of a Vacation Slot Availability Reduction plan that would enable the department to more efficiently utilize relief staffing to backfill vacancies caused by absences. This method would save on overtime by allowing 3 less personnel off per shift/per rank/per day. We hope that the Administration will work with us to craft this plan to implement it as soon as possible. We look forward to City Administration's response.

In addition, Local 230 would defer receipt of our uniform allowance, which will provide additional savings to the City. It is important to note that our members utilize the uniform allowance to purchase fire retardant/resistant uniforms with these funds.

We are also evaluating how to consolidate and reduce the costs of mandated training and are costing out alternatives to the current vacation/sick leave buy back program and we are evaluating potential savings with regard to vesting periods for retirement and retirement medical benefits.

We look forward to continuing a productive dialogue as to how best we are able to collectively reduce costs and not negatively impact the public's safety.

Sincerely,

*Randy Sekany*

Randy Sekany, President  
San Jose Fire Fighters, IAFF Local 230

[www.sjff.org](http://www.sjff.org)